



WILLIAM T FUJIOKA  
Chief Executive Officer

## County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration  
500 West Temple Street, Room 713, Los Angeles, California 90012  
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*"To Enrich Lives Through Effective And Caring Service"*

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October 14, 2014

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, California 90012

Dear Supervisors:

### **EMPLOYEE RELATIONS COMMISSION (ERCOM) RESTRUCTURING (ALL SUPERVISORIAL DISTRICTS) (3 VOTES)**

#### **SUBJECT**

Approve the accompanying ordinance related to the Employee Relations Commission (ERCOM) Restructuring.

#### **IT IS RECOMMENDED THAT THE BOARD:**

Approve the accompanying ordinance prepared by County Counsel, amending Title 5 – Personnel of the Los Angeles County Code, related to the Employee Relations Commission, adding an alternate process relating to the appointment of a commissioner to position C.

#### **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

The ERCOM has not had a quorum for over a year. As a result, hundreds of Requests for Arbitration and numerous charges of Unfair Labor Practices have not been processed and set for hearings, adversely affecting employee relations.

The office of the CEO and a committee of employee organizations have, to date, not agreed on joint nominees to position C of the Commission. This ordinance will permit both the CEO and employee organizations to independently submit nominees for position C. Your Board, in your discretion, may

then appoint the commissioner for position C from the nominees submitted.

**Implementation of Strategic Plan Goals**

The action recommended in this letter furthers the County of Los Angeles Strategic Plan Goal of Operational Effectiveness to enhance the quality and productivity of the County workforce.

**FISCAL IMPACT/FINANCING**

Actual expenditures will be determined by the number of hours commissioners will spend on activities for the Employee Relations Commission.

**FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The Employee Relations Commission (ERCOM) is the administrative body that governs labor relations for the County. ERCOM determines appropriate bargaining units, who will represent them, and what classifications will be represented in each unit. ERCOM also decides whether or not anyone has violated the Employee Relations Ordinance, and if so, how it should be remedied.

The attached ordinance will permit both the CEO and employee organizations to independently submit nominees for the third position on the commission, position C. Your board may then appoint the commissioner for position C from the nominees submitted.

The accompanying amendment has been approved as to form by the County Counsel.

**IMPACT ON CURRENT SERVICES (OR PROJECTS)**

Implementation of this change is expected to improve efficiency in the provision of public services.

The Honorable Board of Supervisors

10/14/2014

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Respectfully submitted,

A handwritten signature in black ink, appearing to read "W. Fujioka", followed by a small "for" written in a similar cursive style.

WILLIAM T FUJIOKA

Chief Executive Officer

WTF:BC:JA

MTK:rld

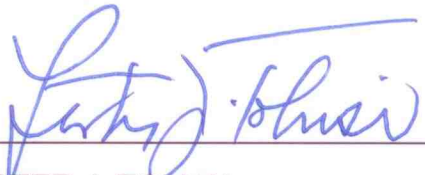
Enclosures

c: Executive Office, Board of Supervisors  
County Counsel  
Auditor-Controller

## ANALYSIS

This ordinance amends Title 5 – Personnel of the Los Angeles County Code, related to the Employee Relations Commission, adding an alternate process relating to the appointment of a commissioner to position C.

RICHARD D. WEISS  
Acting County Counsel

By:   
LESTER J. TOLNAI  
Assistant County Counsel

LJT:mst

Requested: 10-06-14

Revised: 10-06-14

**ORDINANCE NO. \_\_\_\_\_**

An ordinance amending Title 5 – Personnel of the Los Angeles County Code, relating to the Employee Relations Commission.

The Board of Supervisors of the County of Los Angeles ordains as follows:

**SECTION 1.** Section 5.04.130 is hereby amended to read as follows:

**5.04.130 - Employee relations commission—Appointment of members.**

Three commissioner positions are created as follows:

...

C. Position C: The member shall be appointed from a list of two or more nominees jointly submitted by the chief executive officer and a committee of certified employee organizations as defined in Section 5.04.030A. If the parties are unable to agree on joint nominees within 90 calendar days of the expiration of the term of the member, or of a vacancy, in Position C, then either or both parties may submit nominees, and the board of supervisors, in its discretion, shall appoint the member from the list of nominees.

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